



COMMANDING GENERAL'S Statement on Equal Opportunity



As Commanding General of 3d Marine Division, I am totally committed to providing every Marine, Sailor, and Civilian employee a work environment free from maltreatment, discrimination, and harassment. In order to meet this mandate," no form of discrimination will be tolerated to include sexual harassment or hazing." Bottom line is I expect every member of the Division to be treated with the same dignity and respect as if they were my son or daughter.

Equal Opportunity is the cornerstone of sound leadership, which ensures that individuals are judged solely on the basis of merit and ability, and that their failings are constructively corrected so as to generate a sense of team, camaraderie, and trust. All personnel shall be afforded the opportunity to excel on the basis of individual efforts, performance, conduct, diligence, potential, capabilities and talents regardless of age, color, gender, race, religion, or national origin.

Equal opportunity is a Commander and leader driven program. Commanders and leaders MUST foster an environment free from prejudice and unfair treatment so that all members have an equal opportunity to achieve their personal and professional goals. This is a warfighting issue and I expect leaders, at all levels, to take a committed personal interest in ensuring that we adhere to the highest standards of conduct. Failure to set the highest personal example of core values through our daily conduct will result in combat inefficiency.

Any individual who believes he or she has been discriminated against or harassed has two methods for resolving an Equal Opportunity complaint or allegation through the chain of command. The Informal Resolution System (IRS) allows for quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. If the IRS does not resolve the inappropriate behavior, the formal method, Request Mast, can be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is the Request Mast system.

I charge every leader of 3d Marine Division (regardless of rank) to empower our Marines, Sailors, and Civilian employees with the means necessary to feel safe and protected within our ranks. I further charge all leaders to ensure a means for every member of the Division to have a means to reach out if they feel threatened. Reprisal, intimidation or further harassment of any member of this command, as a result of a complaint being filed, will not be tolerated under any circumstances. If you believe you have been the victim of reprisal, notify your chain of command or the unit's Equal Opportunity Representative immediately. Additionally, the 3d Marine Division Equal Opportunity Advisor, Master Sergeant Rabbitt, can be reached by calling 622-7654. He is located in Building 4423, Rm #1 on the hill by the dining facility, aboard Camp Courtney.

We all joined the U.S. Military for a variety of reasons. In most cases we did so because we had an expectation that we would be treated fairly and be recognized for our efforts. This is as it should be. Discrimination against any member of this command which denies anyone the opportunity to meet their full potential will not be tolerated. In combat we need the entire force to succeed. The goal of all leaders is to do everything to make all members in their charge succeed in their assigned mission. If our subordinates succeed, we will succeed. That is the end state—mission success. Discrimination in any shape or form does not contribute to mission success must be addressed immediate, directly and firmly.

Semper Fidelis,

Robert B. Neller
Major General
United States Marine Corps